

Saville Assessment Wave® Professional Styles Senior Managers & Executives (INT, IA, 2021) Group Description

This international group consisted of 18,171 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in sales & marketing, 11% in finance, 10% in IT & engineering, 9% in operations, 7% in human resources, 5% in consulting, 4% in health, 3% in administration, 3% in education and 3% in construction. The remaining 33% worked in other fields including law, transport, customer service, purchasing and hospitality².

The breakdown of the group is provided below (with group response rates for each biographical section given in the footnotes):

Gender³

34% of the group were female, 66% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

45% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 10% had a professional qualification, 4% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

46% of the group were senior managers, 17% were functional managers, 14% were business managers, 12% were enterprise/corporate managers and 11% were group managers.

Work Experience⁷

62% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 5% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

64% of the group described themselves as White (including British, European and Australian), 17% as Asian (including Indian, Chinese and Japanese), 9% as Hispanic, 3% as Arabic, 2% as Black (including African, Caribbean and American), with the remaining 5% coming from a range of other backgrounds⁹.

¹ Based on 2018-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 81% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander

Country of Completion¹⁰

19% of respondents completed Professional Styles in the United Kingdom, 17% in the United States, 12% in Australia, 5% in Mexico, 4% in France, 3% in Denmark, 3% in India, 3% in Switzerland, 3% in New Zealand and 2% in Japan. The remaining 29% completed the questionnaire in various other countries including Germany, the Netherlands, South Africa, Malaysia and Panama.

¹⁰ Based on 100% group response